October 2004

Promotions Branch Newsletter

"Supporting those who Serve"

Welcome to our First Promotions Branch Newsletter

MAJ Jeff Boyer
Branch Chief

As the new Branch Chief it's been a pleasure working with Soldiers and civilians who care so much about those they support. I need your help to pass the word on how we all can improve our processes and help maintain the integrity and intent of the Army promotions system.

Our collective focus must remain to serve Soldiers and Commanders during this time of war. Our "Warrior Ethos" will continue to be our guide when making policy decisions and considering Soldiers exceptions to policy. Also, like a Super Bowl commercial where the Plane is being built while in flight, our Army is rapidly transforming with Force Modularity and Stabilization initiatives well underway. These are welcomed changes, but our promotion systems must be integrated with these upfront and not an afterthought that leaves our Army unprepared for the future.

In preparation for the future our Officer and Enlisted Promotions regulations and the flagging regulation are being updated and integrated with the Reserve Components.

Contact us if we can be of any help as we exist to support the promotion system and serve you and your Soldiers.

A 90-day AAR: What Works Well & How We Can Improve?

MAJ Jeff Boyer

The great news is that SGTs/SSGs are being promoted in the correct MOS despite the large number of exceptions processed. I review every exception to policy for semi-centralized promotions and although a 75% approval rate at our level mean a Soldier gets the promotion they deserve, it indicates potential field level issues. SGM Coon has begun analyzing key issues and recommends ways to improve. Our intent is to keep in touch with Soldiers and be aware of issues units face. So, if your unit wants a visit, contact me or SGM Coon to arrange one.

1LT and CW2 automated promotions is a good news story at the Battalion Level. This system works because of your diligence and we'll continue to support our junior officers well by mentoring them to complete their Bachelor degrees or submit exceptions to policy if eligible for promotion to CPT. Also, with the volume of officers recalled to Active Duty during wartime, it's vital that S1s and PSBs account for date-of-rank adjustments to determine board eligibility.

We need your timely submission of actions that might result in a special board (promotion or command review for removal or selection board for reconsideration). Your input begins this long process and allows the officer and the Army to get more timely decisions, so we can all "Continue Mission".

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Enlisted Promotions Section

A Word from the Chief, Enlisted Promotions Branch

SGM Tammy D. Coon
Chief, Enlisted Promotions

I would like to take this opportunity to introduce myself as the new Chief of Enlisted Promotions Branch. I assumed this position upon graduation from the United States Army Sergeants Major Academy (Class 54) in July.

My previous assignments include First Sergeant, HHC, 1st Space BDE, Peterson AFB, CO; Senior Personnel Sergeant, United States Army Space Command, Colorado Springs, CO; NCOIC, G1 Operations, 21st TSC, Kaiserslautern, Germany; Military Personnel Liaison, Defense Logistics Agency, Wiesbaden, Germany.

If there is any way that I or my personnel can be of any assistance, do not hesitate to contact us via our Website, at https://www.perscomonline.army.mil/select/promo.htm

I look forward to the opportunity to work with you to ensure Soldiers are being taken care of.

MOS Conversions

SGM Tammy D. Coon

Soldiers in the following MOSs have been assigned new sequence numbers based on MOS conversions. Soldiers on Senior Enlisted Promotion Lists should contact the servicing PSB or Promotion Work Center to get new sequence information from EDAS.

OLD MOS	PR GR	NEW MOS	OLD MOS	PR GR	NEW MOS
02B/C/D	E7	42R	31U	E6 - E8	25U
02E/F/G	E7	42R	31W	E7 - E8	25W
02H/J/K	E7	42R	31Z	E9	25X
02L/M/N	E7	42R	35Y	E8	35V
02S	E7 - E9	42S	46Q/R	E7	46Z
02T	E7	42R	55B	E7 - E9	89B
02U	E7	42R	55D	E7 - E9	89D
02Z	E8 - E9	42R	63B	E7	63X
27E	E7	35A	63H	E7	63X
27M	E7	35P	73C	E7	44C
27T	E7	35T	73D	E7	44C
27X	E7 - E8	35S	73Z	E8 - E9	44C
27Z	E8	35V	74B	E7	25B
31P	E7	25P	74C	E7	25D
31S	E7	25S	74Z	E8 - E9	25Y
31T	E8	25T			

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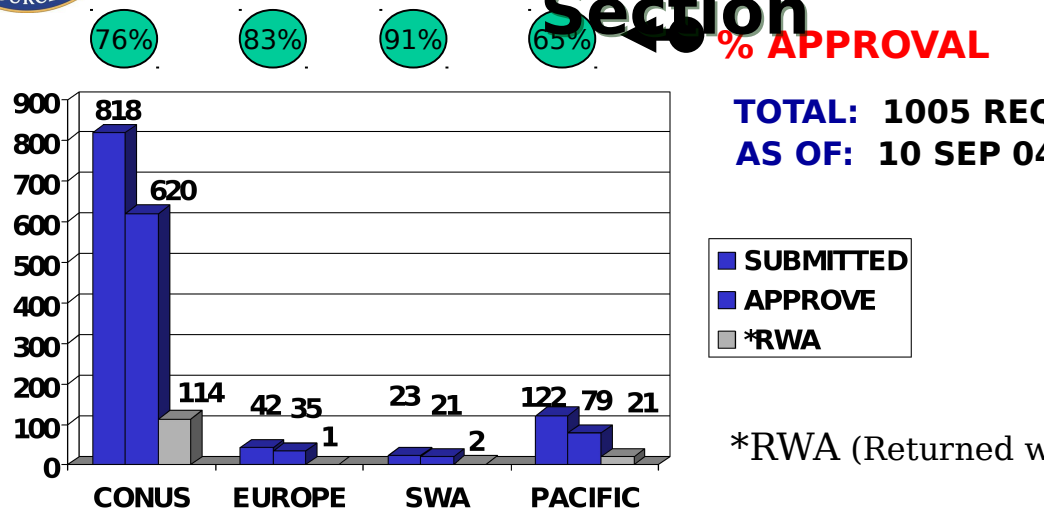

TOTAL: 1005 REQUESTS
AS OF: 10 SEP 04

*RWA (Returned without Action)

TOP FIVE LIST REASONS

- **LATE SUBMISSION**
- **ERRONEOUS POINTS**
- **SIGNATURE DATE VS BD DATE**
- **LOST PACKETS**
- **ERRONEOUS PMOS**

Exception to Policies

SGM Tammy D. Coon

As of 10 Sep 04, our Junior promotions team processed over 1,005 requests for Exception to Policy (ETP).

I am soliciting the field's help in reducing this number. The requests are being submitted for a myriad of reasons, but those that stand out the most are: dates commander's sign the promotion packets and miscalculations.

As a reminder, the date the commander signs the promotion point worksheet (DA Form 3355) must be NLT the 10th of the month prior to board appearance. If the Soldier will not appear before the next month's board, but the second month's board. On the occasion that a Soldier does appear prior to the correct month, the Soldier needs to be aware that points are not effective until 30 days after the correct month regardless of appearance month.

Another major culprit that serves as a catalyst for ETPs is that of promotion point miscalculations. Ensure any points given for military and civilian education are administered correctly. Tools are available on the Enlisted Promotions Website to aid in determining eligibility of points and how many points should be awarded for the various training.

We are currently working on an automated DA Form 3355 that will alleviate the majority of calculation errors. It will still depend on what information is input by the field. Just remember, information in the system is only as good as what is inputted.

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Officer Promotions Section

The Officer Promotions Section is here to serve Soldiers and commanders and our team of eight welcomes your questions. We can be reached at:

Phone: COML: (703) 325-9340 or DSN: 221-9340

E-mail address: **TAPCMSPO@hoffman.army.mil**

Chief, Officer Promotions: Major Brian K. Jenkins
Civilian Supervisor: Ms. Connie Ryan
Board Technicians: Willa Jones, Truly Moser, Jean Satisfield and Theresa Scott
Promotions Orders Technician: Nora Volz
Date of Rank Adjustments: Mr. Willis Paige

Automated Promotion to 1LT & CW2 Program

Ms. Connie Ryan

Updating the Auto Promotions System with incoming Battalion Commanders during the summer transition progressed smoothly.

The eMILPO and TOPMIS systems are now in sync with regards to flag transactions; the problem was resolved shortly after the problem was identified to TOPMIS and eMILPO system automation personnel.

1LT's and CW2's can now be promoted with an accurate date of rank in a much timelier manner, but we continue to have problems with incorrect data being updated when an officer is accessed on active duty. The problem fields are Basic Date of Appointment (BDAOTT), Entry on Active Duty Current Tour (EADC) and the Second Lieutenant Date of Rank.

Date of Rank Adjustments for Officers Entering Active Duty in the Grade of 1LT and Above

Mr. Willis Paige

Our course with our ongoing Global War on Terrorism and the recalls to active duty and various Date of Rank determinations/adjustments required are not always straight forward. Please help us help you and all officers entering active duty in the grade of 1LT and above by passing this information on.

Please contact Mr. Paige at e-mail address **Willis.Paige@hoffman.army.mil** or **TAPCMSPO@hoffman.army.mil** with any questions you may have reference date of rank adjustments for officers entering active duty in the grade of 1LT and above.

Frequently Asked Questions

Ms. Connie Ryan

We wanted to clarify the current policy on promotion to captain as it is outlined in Title 10 law. Our intent is to push this info down to the battalion level and let our 1LT's know what to expect.

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Officer Promotions Section

The Title 10 law governing this is as follows:
Eligibility for consideration for promotion: time-in-grade and other requirements is two years, in the case of an officer holding a permanent appointment in the grade of first lieutenant or lieutenant junior grade), and the minimum period of service in effect under this subparagraph before October 1, 2005, shall be eighteen months.

In accordance with the above reference, promotion to first lieutenant can be after serving 18 to 24 months time in grade. The Army Competitive Category promotes after serving 22 months time in grade. The Judge Advocate General's Corps, Chaplains, and the Army Medical Community promote after 24 months time in grade and to captain on the 25th month.

What is a 40-month promotion to Captain in the Army Competitive Category (ACC)?

An ACC 2LT promoted to 1LT at 18 months and selected for captain by the FY04 CPT ACC Promotion board will serve 22 months time-in-grade (and on the first day of the 23rd month will be promoted to captain. This is a 40-month promotion. When the FYO5 Board is released, a new Promotion Forecast will be determined.

When will I be promoted to grade?

At this time, Officer Promotions receives the number of officers to be promoted each month from DCS, G-1, The Surgeon General's Office, and the Chief of Chaplains. We are not able to forecast when an officer will be promoted due to the change in the way sequence numbers are determined each month.

This change was implemented in May 2004. Our goal is to have promotion numbers posted on our website and announced in a MILPER MSG between the 5th and 8th of each month. Orders are posted online between the 15th and 20th of each month. Orders for 1LT's and CW2's are posted online on or about the 21st of each month.

Do I need a Bachelor's Degree to be considered for promotion?

No, you do not need a Bachelor's Degree or a waiver to be considered for promotion. You do need your Bachelor's Degree or an approved waiver to be promoted to captain. An example of the memorandum needed for a waiver can be found under Information Papers on the Officer/Warrant Officers Promotions website at the following url: https://www.hrc.army.mil/site/active/select/OfWoProm.htm